

575-7442/7

14 NOV 1975

Mr. William E. Colby  
Director, Central Intelligence Agency  
Washington, D.C. 20505

Dear Mr. Colby:

On July 15, 1975 I sent you a memorandum in which I informed you of administrative practices in the CIA which I regard as illegal or unethical. Among these practices was the excessive overgrading of many positions at higher levels.

I recommended the suspension of promotions to and within uppergrade and supergrade levels until the validity of these levels has been established.

While the Inspector General has been investigating the problem and has found no reason to dispute my facts or my conclusions, no action to correct present wrongs has yet been taken.

The present invalid levels of many supergrade positions have not been corrected in any cases.

Nevertheless, recently you promoted 41 employees to the supergrade level. Many of the promotions were made against positions which are not worth the supergrade level and many of the employees are not performing supergrade work. The purpose of these promotions, I know, was in part to fill most of the supergrade ceiling and thus permit more forceful argument with the Office of Management and Budget that all the supergrade ceiling is needed. I do not regard this as a legitimate purpose of promotions.

While I believe you are a conscientious person and I respect your actions in recent investigations, I do not believe that there was any justification for many, if not most, of these recent promotion actions.

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*Handwritten:* 11-25-75  
I G. [Redacted]

I believe now that nothing can be accomplished except by legislative action.

Therefore, I want you to know that I plan to submit my criticisms to Senator Frank Church, Representative Otis Pike, and Representative David Henderson, in the hope that they may be willing to take corrective action.

Yours very respectfully,

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Office of Personnel

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